

State Council on Workforce Services

October 14, 2004

3:15 p.m.

Attendees: Kevin Crandall, Monteen Gordon, Raylene Ireland, Rhett Roberts, Ken Walker, Linda Walton, Richard K. Winters, Allan Ayoub, Bill Crim, Tim Gwyther, Stan Lockhart, Susan McAllister, Shawn Potter, Richard Thorn, Libbie Zenger, Pamela Clark, Steve Goodrich, Richard Kendall, Darris Howe, Jan Zogmaister, Greg Diven, Paul Nielson, Don Uchida, David Hogue, Robert Haywood, Bob Gilbert, Julie Lay, Roger Halladay, Lorna O'Berto, Mary Zorn, Kathy Hirst, Susan Hill, Jane Broadhead, Melissa Finch, Jan Thompson, Jon Pierpont, Harold Hess, Judy Chambley, Dawn Skorka, Debra Dull, Helen Thatcher, Andrea Sutton, Kimberly Johnson, Bob Crandall, Lynn Purdin, Melisa Stark, Gary Kennison, Kim Auberger, Tara Connolly, Michael Sullivan, Kent Hammond, Kathleen Johnson, Ron Ahlstrom, Steve Maas, Mark Bedel, Mary Gehman-Smith, Patrice Schell, JoLyn LeFevre, Connie Laws, Sarah Brenna, Stan Eckersley, Karen Allen, Jennifer Christensen, Barbara Darling-Peterson, Jorge Sanchez, Carol Walker, Karen Silver, Karen Alvey, Pattie Hansen, Dayna Adams, Kathleen Alder, Sharon Anderson, Toni Ansel, Gary Ashby, Rebecca Banner, Lis Barker, Betty Barker, Sheri Barker, Ann Barnson, JoeAnn Bartlett, Randall Bennett, Bridgette Bertagnolli, Jill Bingham, Cathy Bolin, Laurie Brummond, Tim Chamberlain, Yvonne Coiner, Rod Crockett, Steve Cuthbert, Curtis Dastrup, Charles Daud, Randy Deets, Vint DeGraw, Guy Denton, Kathy Dimick, Wayne Dunbar, James Earl, Susan Etzel, Paul Evans, David Farnes, Edie Fauver, Joree Felker, Delena Fish, Jean Fisher, Norman Fitzgerald, Colyn Flinders, Darren Fox, Sherri Freston, Keith Gabel, Tony Gomez, Wayne Griffin, Colleen Gudreau, Steve Haddox, Irene Hansen, Dave Haslem, Sandra Hemmert, Todd Henriksen, John Hill, Tim Holm, Christie Hulet, Stefanie Hullinger, Shelly Ivie, Paul Jackson, Dean Janes, Stephen Jensen, Tom Jewell, Jacque Johnson, Anthony Kelly, Gary Kennison, Jay Kerlin, Lela King, Clair King, Karen Larsen, Kent Larsen, John Latkiewicz, Kathy Leiker, Stewart Leith, Steve Leyba, Peggy Madsen, Bob Marabella, Jill Merritt, Akilah Messado, Greg Muller, Jackie Nelson, Richard Nelson, Brad Neufeld, Keith Nielsen, Sheryl Nisely, John Nixon, Debby Nordfelt, Gary Oliver, Cory Olson, David Ostrom, Paul Otto, Carol Page, Greg Paras, Robin Parker, Larry Pearson, Gaylene Pebley, Brent Petersen, Casey Peterson, Mary Peterson, David Peterson, John Petroff, Sarah Pomeroy, Lynette Rasmussen, Brian Raymond, Mike Richardson, Lynette Robinson, Lisa Roman, Gene Roundy, Jude Schmid, Kevin Schofield, Louie Silveira, Craig Stoker, Susan Thackeray, Russ Thelin, Mark Thompson, Karen Thurber, Greg Todd, Koral Vasquez, Sean Waldron, Dean Walker, Randy Welsh, Gene White, Norma Whitney, Megan Wiesen, Scott Williams, Shana Wopsock, Kathy Worley, Alex Yei, Tammie Lucero, Deena Mansfield, Lorna Stradinger, Yankton Johnson

Excused: Evan Maxfield, Patti Harrington

Welcome and Opening Business - Kevin Crandall

Kevin called the meeting to order and welcomed the group to the Council of Councils. He introduced new council members Richard Thorn, President/CEO of Associated General Contractors of Utah (AGC), Rhett Roberts, President

and CEO of Redmond Minerals in Springville, replacing Randy Emery, Darris Howe, Vice President and Director of the Utah Campus of the University of Phoenix, replacing Marilyn Taylor who has moved out of state, Paul Neilsen, Vice Chair who is here for State Council member Mark Raymond, Don Uchida who is here for State Council member Blaine Petersen and Kathy Hirst, who will be timekeeping for today's meeting.

Kevin called for approval of the Consent Agenda. Linda Walton motioned to approve the Consent Agenda (which includes the 15 July 2004 meeting minutes and two training vendors, Angel Love Nails, Kanab, UT and National CDL Professional Truck Driving School, St. George, UT). Richard Winters seconded the motion and the motion carried.

Workplace Diversity Awards - Kevin Crandall

Kevin reported that ten businesses are being recognized for piloting the cultural integration grant with Granite School District. Karen Allen of Weider Nutrition and Jennifer Christensen of Granite Peaks Adult Community Education accepted their awards.

Executive Director's Report - Raylene Ireland

Raylene Ireland reported the following:

- The Workforce and Education Development Alliance (WEDA) comprised of the Department of Workforce Services, Utah State Office of Education, Utah System of Higher Education and the Utah State Office of Rehabilitation, has partnered to create careers.utah.gov. This site is a comprehensive school-to-retirement career exploration and planning solution and contains labor market information in terms of locating hot jobs, required education, necessary training and comparable salaries. This site links to jobs.utah.gov so the job seeker can see what jobs are actually available. It will continue to be fine-tuned;
- DWS is planning for a new Governor by preparing transition materials and making sure needed projects are completed before the transition. She explained all Department heads are appointed by the Governor and hold exempt positions. Normally, they are asked to submit a resignation upon the arrival of the new Governor. Transition teams will interview each Department, determine if they are meeting objectives, and then a decision is made whether they will retain or replace Department Directors. She stated more information will be available at the January

meeting. Raylene thanked the Council for their support during the Leavitt and Walker administration.

Legislative Update - Michael Sullivan

Michael Sullivan reported on bills DWS will either sponsor or that will affect DWS including:

- DWS Reauthorization
- A technical change in the Child Care committee description
- A modification to the Employment Security Act to prevent SUTA Dumping
- Workers' Compensation Bill
- Financial Institution Information Bill
- Education Commission Bill

Representative David Hogue added the Medicaid bill will be re-filed again this year.

Economic Update - Ron Ahlstrom

Ron stated since DWS operates the Unemployment Insurance program, we are able to create a large database comprised of directly submitted surveys, employers reporting quarterly wages and information gathered from the Department of Labor Statistics. He reported after a three-year employment pause, the economy has begun to improve. In 2004, statewide jobs have increased approximately 20,000 above Utah's previous peak in 2001. Salt Lake County has 25,000 fewer jobs than in 2001 while Washington, Summit and Cache Counties are growing. Ron continued current oil prices are increasing and historically, when oil prices spike, a recession follows. DWS and a collaboration of other State agencies have created careers.utah.gov that lists job descriptions in various occupations, current job openings listed within the Department, wages and required education. Education sites are linked to this site.

State Youth Council Report - Jan Zogmaister

Jan reported that in today's committee meeting, contract extensions for the Mountainland Consortium, Bear Lake AOG and Futures Through Training were approved. Jan motioned that the State Council approve these contract extensions, Allan Ayoub seconded the motion and the motion carried. Jan continued that a recent cut in funding has hurt substance abuse care for

youth. Robert Haywood reported although the Title 19 (Medicaid) substance abuse funds have been eliminated, a waiver is being considered that will allow some of the Title 19 profits to serve these customers. He continued resources need to be located within each region.

Operations and Performance Committee Report - Allan Ayoub

Allan Ayoub congratulated the Department of Workforce Services for the amazing turnaround in Food Stamp Accuracy. Utah is currently one of the lowest in the nation. He continued in today's committee meeting, DWS staff requested authorization to move up to 30% of the WIA dislocated worker funds to the WIA adult program. Allan motioned to authorize DWS staff to be able to move these funds if needed, Libbie Zenger seconded the motion. Richard Winters asked how much money 30% represents. Mike Richardson stated 30% of \$2.7 Million adds up to about \$610,000 and added 5% is being held by the State for an emergency dislocated event. The motion carried.

Regional Council Chairs Report - Tim Gwyther

Tim Gwyther reported the following from today's Regional Council Chairs' meeting:

- Andrea Sutton reported DWS is sponsoring the Workplace Readiness Program that defines the basic skills of job readiness. Criteria is being developed which will be presented to local Councils and employers for approval. Then, a certification will be developed that the job seeker can present to potential employers.
- Monteen Gordon reported on the Veteran's awards that have been given to State employees who provide outstanding services to veterans.
- Regions have identified industry sectors and local councils are looking at targeting these employers in terms of training, etc.
- DWS is looking at providing incumbent training to businesses.

Business Services and Marketing Committee - Ken Walker

Ken Walker reported the following from today's committee meeting:

- Industry sectors were discussed. With the assistance of DWS and the Utah Department of Education, the health care sector will have additional RNs in the workplace;
- DWS is now in Phase Two of a major marketing effort aimed at businesses who have not used DWS. The committee viewed the new marketing CD that will help businesses understand the services DWS

provides. Ken recommended this be shown in a future State Council meeting;

- careers.utah.gov was demonstrated. Ken feels the value of this website isn't completely understood until you walk through it.
- The Cultural Diversity conference DWS and IHC are sponsoring has been moved to December 1st at Thanksgiving Point.

Cultural Integration Advisory Council (CIAC)

Kevin Crandall stated that Clark Woodger, the new CIAC Chair, wasn't able to be here today, but introduced Jorge Sanchez, DWS Multi-Cultural Affairs Coordinator who will be staffing this committee in the future and thanked Barbara Darling-Peterson. Raylene added that this position was created to assist DWS in meeting the needs of the community.

Workforce Information & Coordination Task Force - Steve Maas

Steve Maas reported that today's committee received a report from Commissioner Richard Kendell. He continued the committee has approved the following which now requires State Council approval: To amend the Utah State Plan for the Workforce Investment Act to add and allow the activity of Incumbent Worker Training. This program would be a service for companies who need to further enhance the training and increase the skills of their workers. Funds would be coming from WIA set aside dollars with employers providing a 50% match. The training must support the targeted industries and the positions must pay family sustaining wages. This will give DWS the opportunity to move our customers to entry-level jobs. Once approved by the Council, a language amendment will be put out for public comment. Shawn Potter motioned to amend the Utah State Plan and Allan Ayoub seconded the motion. Stan Lockhart asked for further explanation on the difference between Incumbent Worker Training versus the Custom Fit Program. Jan Zogmaister asked how employers would qualify for this program. Steve Maas stated criteria has been established on types of jobs and wages, employers would be choosing who would be trained and would go through an application process. Tim Gwyther asked if this is a new funding. Steve stated it comes from the Federal WIA funds not State funds. For this fiscal year, we have about \$560,000.

Mike Richardson added these funds are a 15% set aside. This program will support the working poor with additional job skills. DWS is exploring who will

select the vendors. The motion carried with Tim Gwyther and Jan Zogmaister voting against the motion. Stan Lockhart asked for further clarification on the application process, the marketing process and the definition of statewide impact.

Women and Families Commission - Carol Walker

Carol Walker informed the Council that the Women and Families Commission has been housed under DWS. This Commission deals with issues concerning women and families.

Public Comment

Karen Silver, Community Action Program and Central Region Council member stated since DWS is a One Stop Model, she would like to see transportation included as part of their services. Specifically, she would like to see bus passes available to customers that could eliminate traveling to more than one location. She asked the council to research how this can be accomplished. Raylene Ireland answered that transportation is an ongoing concern of DWS and the feasibility of adding this service has been researched and is not possible now. DWS is still receiving a record number of customers needing services and we are in a difficult position right now as far as our front line resources. She proposes that when workload decreases, DWS will take another look at this issue.

Karen Alvey suggested a letter be sent to Governor Walker thanking her for her service.

Rhett Roberts stated he has been involved with the Work/Life Award and suggested that everyone consider nominating their company.

The meeting adjourned at 4:45 p.m.